

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:3824

ANSWERED ON:21.04.2008

NON OBSERVANCE OF NATIONAL HOLIDAYS BY FOREIGN COMPANIES

Fanthome Shri Francis

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the Government has issued any directions to the management of foreign companies working in the country to observe the national holidays compulsorily;
- (b) if so, the details thereof;
- (c) whether certain companies do not provide national holidays to their employees; and
- (d) if so, the action proposed to be taken to ensure that the national holidays are observed by these companies?

**Answer**

MINISTER OF STATE (INDEPENDENT CHARGE) OF THE MINISTRY OF LABOUR AND EMPLOYMENT (SHRI OSCAR FERNANDES)

- (a) & (b): Law of the land is applicable to all, including foreign companies working in India. As such, no separate instructions need to be issued to foreign companies working in the country to observe the national holidays compulsorily.
- (c): This data is not Centrally maintained.
- (d): Foreign companies fall within the purview of the Governments of the States where they are located and are governed by the relevant Acts implemented by the State Government concerned. Implementation of the statutory provisions with regard to national holidays rests with the appropriate government i.e. the State Government concerned.